

# **International Management**

**TANIGUCHI, Mami**

## **1. Area of expertise, research area, or current themes in his/her research**

Research on international management from the viewpoint of the organization, team and individual, with a focus on the following three themes related to international management:

- (1) Salience of different diversity types in a top management team during the process of strategic change in multi-national companies.
- (2) Multi-level models of diversity and performance. How the individual's sense of inclusion mediates workplace diversity and performance.
- (3) 5C (Cross-Cultural Collaboration on Contemporary Careers) Project with the goal of better understanding careers from a local as well as a global perspective. The project started with different definitions of career success and career transitions based on qualitative interviews across 12 countries. More recently the project has expanded to include over 24 countries and examined career across occupations, age groups, sex, and national contexts, especially differences in career expectations, behaviors and outcomes across nations, and how differences can in part be explained by the contextual differences such as culture and institution in each country. This year, the project focuses on the impact of the Covid-19 pandemic on individual careers.

## **2. Supervision Policy**

Read articles in English on international business, organizational theory and organizational behavior. Study basic theories, concepts and frameworks in IB, OT and OB and examine how these theories have been developed. Based on qualitative and quantitative methods bridge the gap between micro and macro approaches.

## **3. Advice to prospective students**

Required study, in advance: basic theory, concepts and frameworks in international business, organization theory and organizational behavior. It is advisable to take opportunities as often as possible to read both classic and recent articles. In addition, students with knowledge of the research methodology required for field research, surveys and statistical analysis are preferred.

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